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THE ANDHRA PRADESH GAZETTE

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RULES SUPPLEMENT TO PART I EXTRAORDINARY

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GENERAL ADMINISTRATION DEPARTMENT
(SC.A)

INDIAN ADMINISTRATIVE SERVICE (PAY) RULES, 2016 - NOTIFICATION OF THE GOVERNMENT OF INDIA - REPUBLISHED.

[G.O.Rt.No. 2017, General Administration (SC.A), 23rd September, 2016.]

GOVERNMENT OF INDIA
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

NOTIFICATION

New Delhi, the 8th September, 2016

G.S.R. 870(E).—In exercise of the powers conferred by sub-section (1) of section 3 of the All India Services Act, 1951 (61 of 1951) and in supersession of the Indian Administrative Service (Pay) Rules, 2007, except as respects things done or omitted to be done before such supersession, the Central Government after consultation with the Governments of the States concerned, hereby makes the following rules, namely: -

1.Short title and commencement.-(1) These rules may be called the Indian Administrative Service (Pay) Rules, 2016.

(2) They shall be deemed to have come to force on the 1st day of January, 2016.

2. Definitions.—In these rules, unless the context otherwise requires:—

(i) "basic pay" in the revised pay structure means the pay drawn in the specified Level in the Pay Matrix;

(ii) "benchmark score" shall mean the minimum numerical weighted mean score arrived at for overall grading above which an officer shall be regarded as fit for promotion or empanelment, as the case may be, to the next higher grade;

(iii) "cadre" and "cadre posts" shall have the meanings respectively assigned to them in the Indian Administrative Service (Cadre) Rules, 1954;

(iv) "departmental examination" means such examination as may be prescribed by the State Government from time to time for members of the Service allotted to the cadre of the State or posted to that State for training;

(v) "direct recruit" means a person appointed to the Indian Administrative Service in accordance with rule 7 of the Indian Administrative Service (Recruitment) Rules, 1954;

(vi) "existing basic pay" means the pay drawn in the existing Pay Band and Grade Pay or pay in the existing scale;

(vii) "existing emoluments" means the sum of (i) existing basic pay and (ii) existing dearness allowance at index average as on the 1st day of January, 2016;

(viii) "existing Pay Band and Grade Pay" in relation to a member of Service means the pay in the Pay Band and the Grade Pay applicable to the post held by a member of Service as on the date immediately before the notification of these rules whether in a substantive capacity or in officiating capacity;

(ix)"existing pay structure" in relation to a member of service means the present system of Pay Band and Grade Pay of the Pay Scale applicable to the post held by a member of Service as on the date immediately before the coming into force of these rules whether in a substantive or officiating capacity;

(x) "Existing scale" in relation to a member of Service means the pay scale applicable to the post held by the member of Service as on the date immediately before the publication of these rules in the Higher Administrative Grade, Apex Scale and that applicable to Cabinet Secretary whether in a substantive or officiating capacity;

(xi) "Level in the Pay Matrix" shall mean the Level corresponding to the existing Pay Band and Grade Pay or scale specified in the Pay Matrix in Schedule III;

(xii) "Lien" means the title of a member of the Service to hold on regular basis, either immediately or on the termination of a period or periods of absence, a post, including a tenure post, to which he has been appointed on regular basis and on which he is not on probation;

(xiii) "Member of the Service" means a member of the Indian Administrative Service;

(xiv) "Non-State Civil Service" shall have the meaning as assigned to it in sub-rule (2) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954;

(xv) "Officer appointed by selection" means an officer appointed to the Indian Administrative Service in accordance with sub-rule (2) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954;

(xvi) 'Officiation' means an officer performing the duties of a post on which another member of the Service holds a lien and it includes an officer appointed by the Government in officiating capacity in a vacant post in which no other member of the Service holds the lien;

(xvii) "Pay in the Level" means pay drawn in the appropriate Cell of the Level as specified in the Pay Matrix;

(xviii)"Pay Matrix" means the Matrix specified in the Schedule III with Levels of pay arranged in vertical cells as assigned to corresponding existing Pay Band and Grade Pay or scale;

(xix) "Personal pay" means additional pay granted to a member of the Service-

(a) to save him from a loss in his substantive pay in respect of a permanent post other than a tenure post due to a revision of pay or due to any reduction of such substantive pay otherwise than as a disciplinary measure; or

(b) in exceptional circumstances, on other personal considerations;

(xx) "promoted officer" means an officer appointed to the Indian Administrative Service by promotion from a State Civil Service in accordance with sub-rule (1) of rule 8 of the Indian Administrative Service (Recruitment) Rules, 1954;

(xxi)"promotion" means appointment of a member of the Service to the next higher grade over the one in which he is serving at the relevant time;

(xxii) "revised pay structure" in relation to any post specified in Schedule II means the Pay Matrix and the Levels specified therein corresponding to the existing Pay Band and Grade Pay or scale of the post unless a different revised Level is notified separately for that post;

(xxiii) "revised emoluments" means the pay in the Level of a pay of a member of the Service in the revised pay structure or the basic pay in the Apex scale and the Cabinet Secretary's scale;

(xxiv) "Schedule" means the Schedule appended to these rules;

(xxv) "Service" means the Indian Administrative Service;

(xxvi) "State" means a State specified in the First Schedule to the Constitution and includes an Union territory;

(xxvii) "State Cadre" and "Joint Cadre" have the meanings respectively assigned to them in the Indian Administrative Service (Cadre) Rules, 1954;

(xxviii) "State Civil Service" shall have the meaning assigned to it in the Indian Administrative Service (Recruitment) Rules, 1954; and

(xxix) "State Government concerned" in relation to a Joint Cadre means the Joint Cadre Authority.

Note 1.—The benchmark score shall be notified by the State Government for promotion within the cadre and by the Central Government for the purpose of empanelment and any revision of benchmarks by the Government shall have prospective effect;

Note 2.—The junior-most person(s) in the grade will, however, be liable to be reverted to the lower grade if the number of members of the Service entitled to hold the regular posts is more than the number of posts available in that grade.

2. Levels in the Pay Matrix and appointment In these Levels.— (1) Pay Matrix- The Level of pay in the Pay Matrix admissible to a member of Service which shall be deemed to have come into force from the 1st day of January, 2016 shall be as follows:-

(A) Junior Scale-

Level 10 in the Pay Matrix

(B) Senior Scales-

(i) **Senior Time Scale- Level 11** in the Pay Matrix
(Two additional increments shall be granted at the time of pay fixation on promotion)

(ii) **Junior Administrative Grade: Level 12** in the Pay Matrix
(Two additional increments shall be granted at the time of pay fixation on promotion)

(iii) **Selection Grade: Level 13** in the Pay Matrix
(Two additional increments shall be granted at the time of pay fixation on promotion)

(C) Super Time Scale: Level 14 in the Pay Matrix

(D) Above Super Time Scale:

(i) HAG Scale: **Level 15** in the Pay Matrix

(ii) Apex Scale: **Level 17** in the Pay Matrix/-

(iii) Cabinet Secretary Grade (for the post of Cabinet Secretary in the Government of India) : **Level 18** in the Pay Matrix

Note 1.—Appointment of a member of the Service to the Time Scale and above shall be regulated as per the provisions in the Guidelines regarding promotion to various grades in the Indian Administrative Service and any member of the Service shall become eligible for being appointed to the senior time scale on his completion of four years of service, subject to the provisions of sub-rule (2) of rule 6A of the Indian Administrative Service (Recruitment) Rules, 1954 and to the Junior Administrative Grade on completion of nine years of service, to the Selection Grade on completion of thirteen years of service and to the Super Time Scale on completion of sixteen years of service.

Note 2.—The four years, nine years, thirteen years and sixteen year of service in this rule shall be calculated from the year of allotment assigned to him under rule 3 of the Indian Administrative Service (Regulation of Seniority) Rules, 1987,

Note 3.—The extraordinary leave taken otherwise than on medical certificate or for any cause beyond the control of the member of the Service or for pursuing higher studies

for which study leave under the All India Services (Study Leave) Regulations, 1960 is admissible shall be excluded for the purpose of calculating the eligibility period of Service required for appointment in these grades.

Explanation 1. - The option to retain the existing pay structure under the provisos to this rule shall be admissible only in respect of one existing Pay Band and Grade Pay or scale.

Explanation 2. - The aforesaid option shall not be admissible to any person appointed to the Service on or after the 1st day of January, 2016 and he shall be allowed pay only in the revised pay structure.

Explanation 3. - Where a member of the Service exercises an option under the provisos to this rule to retain the existing scale in respect of a post held by him in an officiating-capacity on a regular basis for the purpose of regulation of pay in that structure, his substantive pay shall be the substantive pay which he would have drawn had he retained the existing pay structure in the permanent post on which he holds lien or would have held a lien had his lien not been suspended or the pay of the officiating post which has acquired the character of substantive pay in accordance with any order for the time being in force whichever is higher.

(2) (i) Appointment to the Selection Grade and to posts carrying pay above Selection Grade in the Indian Administrative Service shall be made by selection on merit, as per criteria that may be prescribed by the Central Government, with due regard to seniority.

(ii) Appointment of a member of the Service in the Level of Selection Grade and above shall be subject to availability of vacancies in these grades and for this purpose, it shall be mandatory upon the State Cadres or the Joint Cadre Authorities, as the case may be, to seek prior concurrence of the Central Government on the number of available vacancies in each grade and any appointments made without obtaining the prior concurrence of Government of India shall be liable for cancellation.

(iii) The Central Government shall accord such concurrence within a period of thirty days from the date of receipt of such references and if the Central Government does not ttccord concurrence within a period of said thirty days, the concurrence on availability of vacancies shall be deemed to have been accorded and the position emanating as referred to this clause shall be placed before the Screening Committee at the time it meets to consider promotion in these grades:

Provided that a member of the service shall be appointed to the Junior Administrative Grade only after he has completed phase III mandatory Mid Career Training Programme with effect from the date on which he would have been eligible for appointment in the Junior Administrative Grade if not for completion of the mandatory Mid Career Training Programme:

Provided further that a member of the Service shall be appointed to the Super Time Scale only after he has completed phase IV mandatory Mid Career Training as prescribed with effect from the date on which he would have been eligible for appointment in the Super Time Scale if not Tor completion of the mandatory Mid Career Training Programme:

Provided also that a member of Service, who has less than three years of service after the year in which he has been slotted to undergo Phase III, Phase IV or Phase V of Mid-Career Training, would not be sent for mandatory midcareer training programme.

4. Fixation of pay in the revised pay structure. - The initial pay of a member of the Service who opts or deemed to have opted in accordance with these rules, to be governed by the revised pay structure on and from the 1st day of January, 2016 or from a later date, which shall be re-fixed as from that date separately in respect of his substantive pay in the permanent post on which he holds a lien or would have held a lien if it had not been suspended, and in respect of his pay in the officiating post held by him, in the following manner, namely:-

(A) In the cases of all members of the Service,-

(i) the pay in the applicable Level in the **Pay Matrix** shall be the pay obtained by multiplying the existing basic pay by **a factor of 2.57,** rounded off to the nearest rupee and the figure so arrived at will be located in that Level in the Pay Matrix and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Ceil in that applicable Level of the Pay Matrix;

(ii) if the minimum pay or the first Cell in the applicable Level is more than the amount arrived at as per (i)above, the pay shall be fixed at the minimum pay or the first Cell of that applicable Level.

Provided that-

(a) where, in the fixation of pay, the pay of members of the Service drawing pay at two or more stages in pre-revised Pay Band and Grade Pay or scale, as the case may be, get fixed at same Cell in the applicable Level the Pay Matrix, one additional increment shall be given for every two stages bunched and the pay of member of Service drawing higher pay in pre-revised structure shall be fixed at the next vertical Cell in the applicable Level.

(b) For this purpose, pay drawn by two members of the Service in a given pay Band and Grade Pay or scale where the higher pay is at least 3 % more than the lower pay shall constitute two stages. Officers drawing pay where the difference is less than 3% shall not be entitled for this benefit, (Illustration before Schedule-I)

(c) if by stepping up of the pay as above, the pay of a member of Service gets fixed at a stage in the revised pay structure which is higher than the stage in the revised pay structure at which the pay of a member of the Service who was drawing pay at the next higher stage or stages in the same existing pay structure is fixed, the pay of the latter shall also be stepped up to the extent by which it falls short of that of the former.

(B) In the case of a member of the Service, who was on the 1st day of January, 2016 on deputation out of India or on leave or on foreign service, or who would have on that date officiated in one or more lower posts but for his officiating in a higher post, the "existing pay structure" includes the pay in the pay band and grade pay applicable to the post to which he would have held but for his being on deputation out of India or on leave or on foreign service or, as the case may be, but for his officiating in a higher post.

(C) In the case of members of the Service who are in receipt of special pay or allowance in addition to pay in the existing pay structure which has been recommended for replacement by a pay in the applicable Level of the Pay Matrix without any special pay or allowance, pay shall be fixed in the revised pay structure in accordance with the provisions of clause (A) above.

(D) In the case of members of the Service who are in receipt of special pay component with any other nomenclature in addition to pay in the existing pay structure, such as personal pay for promoting small family norms, Central (Deputation on Tenure) Allowance, etc., and in whose case the same has been replaced in the revised pay structure with corresponding allowance or pay at the same rate or at a different rate, the pay in the revised pay structure shall be fixed in accordance with the provisions of clause (A) above and in such cases, the allowance at the new rate as recommended shall be drawn in addition to pay in the revised pay structure from the date specified in the individual notifications related to these allowances.

Note 1. - A member of the Service under suspension, shall continue to draw subsistence allowance based on existing pay structure and his pay in the revised pay structure shall be subject to the final order on the pending disciplinary proceedings.

Note 2. - Where the 'existing emoluments' exceed the revised emoluments in the case of any member of Service, the difference shall be allowed as personal pay to be absorbed in future increases in pay.

Note 3.- Where in the fixation of pay under sub-rule (1) of rule 3, the pay of a member of the Service, who, in the existing pay structure was drawing immediately before the 1st day of January, 2016 more pay than another member of the Service junior to him in the same cadre, gets fixed in the revised pay structure at a stage lower than that of such junior, his pay shall be stepped upto the same stage in the revised pay structure as that of the junior.

Note 4. - Where a member of the Service is in receipt of personal pay immediately before the date of notification of these rules, which together with his existing emoluments exceeds the revised emoluments, then, the difference representing such excess shall be allowed to such member of the Service as personal pay to be absorbed in fiiture increases in pay.

Note 5. - In the case of members of the Service who are in receipt of personal pay for passing Hindi Pragya and such other examinations under the "Hindi Teaching Scheme" prior to the 1st day of January, 2016, while the personal pay shall not be taken into account for the purposes of fixation of initial pay in the revised pay structure, they would continue to draw personal pay after fixation of their pay in the revised pay structure on and from the 1st day of January, 2016 or subsequently for the period for which they would have drawn it but for the fixation of their pay in the revised pay structure and the quantum of such personal pay would be paid at the appropriate rate of increment in the revised pay structure from the date of fixation of pay for the period for which the officer would have continued to draw it.

Note 6. - In case where a senior member of Service promoted to a higher post before the 1st day of January, 2016 draws less pay in the revised pay structure than his junior who is promoted to the higher post on or after the 1st day of January, 2016, the pay in the pay band of the senior member of Service in the revised pay Structureshall be stepped up to an amount equal to the pay in the pay band as fixed for his junior in that higher post; and the said stepping up should be done with effect from the date of promotion of the junior member of Service subject to the fulfillment of the following conditions, namely:—

(a) both the junior and the senior members of Service should belong to the same cadre and the posts in which they have been promoted should be identical in the same cadre;

(b) the existing pay structure and the revised pay structure of the lower and higher posts in which they are entitled to draw pay should be identical;

(c) the senior member of Service at the time of promotion should have been drawing equal or more pay than the junior;

(d) the anomaly should be directly as a result of the application of the provisions of this Note;

(e) if even in the lower post, the junior officer was drawing more pay in the existing Pay Structure than the senior by virtue of any advance increments granted to him, the provisions of this Note need not be invoked to step up the pay of the senior member of the Service.

Note 7.- The order relating to re-fixation of the pay of the senior member of the Service in accordance with the above provisions shall be issued under the relevant rules and the senior member of the Service shall be entitled to the next increment on completion of his required qualifying service with effect from the date of re-fixation of pay.

(e) Fixation of pay in the revised Pay Structure subsequent to the 1st day of January, 2016 - Where a member of Service continues to draw his pay in the existing pay structure and opts for revised pay structure from a date later than the 1st day of January, 2016, his pay from the later date in the revised pay structure shall be fixed under these rules and for this purpose his pay in the existing pay structure shall be the same as of existing emoluments as calculated in accordance with clauses - (a), (c) or (d), as the case may be, subject to the condition-that-the basic pay on the later date and where the member of the Service is in receipt of special allowance, his pay shall be fixed after deducting from those emoluments an amount equal to the special allowance at the revised rates appropriate to the emoluments so calculated'.

5. Fixation of initial pay.— (1) The initial pay of a direct recruit shall be fixed at the minimum pay or the first Cell in the Level 10 of Pay Matrix:

Provided that, if a direct recruit holds a lien, or would hold the lien, had his lien not been suspended on permanent post, under the rules applicable to him prior to his appointment to the Indian Administrative Service, his initial pay shall be regulated in following manner, namely:-

(a) he shall, during the period of probation, draw the pay of the permanent post, if it is more than the minimum of the Junior Scale and on confirmation in the Indian Administrative Service;

(b) if he was holding a Group A post before appointment to the Indian Administrative Service, his pay shall be fixed at the same stage as the pay in the Group A post in the Level 10 of the Pay Matrix; and

(c) if he was holding a post lower than a Group A post, his pay in the Level 10 of the Pay Matrix shall be fixed as the pay arrived at by increasing his pay in respect of the lower post by one increment as specified in the vertical Cells of the applicable Level in the Pay Matrix admissible for such lower post, and if his pay in the pay Matrix after adding one increment is less than the minimum of the first Cell in the Level 10 of the Pay Matrix, then, his pay in the shall be fixed at the minimum of the Level 10 of the Pay Matrix;

(d) he shall however, cease to earn any increments in the Junior Scale, until, having regard to his length of service, he becomes entitled to a higher pay:

(2) The pay in case of promotion of a member of Service, in the Junior Scale to a post in the Senior Time Scale, in the revised pay structure shall be made in the following manner:—

One increment shall be given in the Level lOof the Pay Matrix from which the Member of service is promoted and he shall be placed at a Cell equal to the figure so arrived at in the Level 11 of the Pay Matrix corresponding to the Senior Time Scale of the post to which promoted and if no such Cell is available in the Level to which promoted, he shall be placed at the next higher Cell in that Level and Thereafter two additional increments shall be granted to the Basic Pay in the Level to which the Member of Service has been promoted by incrementally moving down two cells in the new Level to which he has been promoted.

(3) The initial pay of a State Civil Service officer, on his appointment to the Service or on appointment in a cadre post in an officiating capacity in accordance with rule 9 of the Indian Administrative Service (Cadre) Rules, 1954, as the case may be, shall be fixed as per the principles laid down in Schedule I annexed to this rule and the pay and incremental benefits shall accrue to him under the other relevant provisions.

(4) The initial pay of an officer appointed by selection to the Service or on appointment to a cadre post in an officiating capacity, in accordance with rule 9 of the Indian Administrative Service (Cadre) Rules, 1954, as the case may be, shall be fixed by the Central Government in consultation with the State Government concerned, in the manner specified in Schedule I. Further pay and incremental benefits shall accrue to him under the other relevant provisions.

(5) The pay of a member of the Service in the Senior Time Scale shall, on promotion to the Junior Administrative Grade, be fixed in Level 12 of the Pay Matrix in the same manner as in the case of promotion from Junior Time Scale to Senior Time Scale by adding one increment in the Level 11 of the Pay Matrix from which the Member of service is promoted, he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which promoted and if no such Cell is available in the Level to which he is promoted then he shall be placed at the next higher Cell in that Level and thereafter two additional increments shall be granted to the Basic Pay in the Level to which the Member of Service has been promoted by incrementally moving down two cells in the new Level to which he has been promoted.

(6) The pay of a member of the Service in the Junior Administrative Grade shall, on promotion in the Selection Grade, be fixed at Level 13 of the Pay Matrix by adding one increment in the Level 12of the Pay Matrix from which the Member of service is promoted, he shall be placed at a Cell equal to the figure so arrived at in the Level of the post to which he is promoted and if no such Cell is available in the Level to which he is promoted, then he shall be placed at the next higher Cell in that Level and thereafter two additional increments shall be granted to the Basic Pay in the Level to which the Member of Service has been promoted by incrementally moving down two cells in the new Level to which he has been promoted.

(7) The pay of a member of the Service in the Selection Grade, on promotion to the Super Time Scale, shall be fixed at Level 14 of the Pay Matrix by granting one increment in the Level 13 of the Pay Matrix from which the member of service is promoted and the figure so arrived at will be located in the Level of the post to which promoted and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell in that applicable Level of the Pay Matrix.

(8) The pay of a member of the Service in the Super Time Scale, on promotion to the Higher Administrative Grade shall be fixed at Level 15of the Pay Matrix by granting one increment in the Level from which the member of service is promoted and the figure so arrived at will be located in the Level of the post to which promoted and if such an identical figure corresponds to any Cell in the applicable Level of the Pay Matrix, the same shall be the pay, and if no such Cell is available in the applicable Level, the pay shall be fixed at the immediate next higher Cell subjected to a minimum of Rs.182200/-and the pay in the Higher Administrative Grade shall not exceed Rs.224100/- the maximum of the Level.

(9) On promotion from one grade to another in the Service, a member of the Service shall have an option to get his pay fixed in the Level of the higher post either from the date of his promotion or from the date on which he subsequently earns an increment in the lower scale in the manner provided in the relevant sub-rule above; in the latter case, on the date of promotion, pay in the Level of Pay Matrix shall be fixed as the same in the lower post, with further re-fixation to be done in the manner provided in relevant sub-rules with effect from the 1st day of January or the 1st day of July, the date of accrual of the next increment in the lower scale.

6. Exercise of option.—

(1) The option shall be exercised in writing in the form (Form of Option) appended to these rules so as to reach the authority mentioned in sub-rule (2) within three months of the date of notification of these rules or where any revision in the existing pay structure is made by any order subsequent to the date of notification of these rules, within three months of the date of such order:

Provided that.-

(i) in the case of a Member of Service who is, on the date of such notification or, as the case may be, date of such order, out of India on leave or deputation or foreign service or active service, the said option shall be exercised in writing so as to reach the said authority within three months of the date of his taking charge of his post in India; and

(ii) where a Member of Service is under suspension on the 1st day of January, 2016, the option may be exercised within three months of the date of his return to his duty if that date is later than the date prescribed in this sub-rule.

Provided that any member of Service may opt to continue to draw pay in the existing pay structure until the date on which he earns his next or any subsequent increment in the existing pay structure or until he vacates his post or ceases to draw pay in that pay structure:

Provided further that in cases where a member of the Service has been placed in a higher pay scale between the 1st January, 2016 and the date of notification of these rules on account of promotion or upgradation, the member of Service may opt to switch over to the revised pay structure from the date of such promotion or upgradation, as the case may be.

(2) The option shall be intimated by the Member of Service to the Controlling authority along with an undertaking in the form appended to these rules.

(3) If the intimation regarding option is not received by the authority within the time specified in sub-rule(l), the member of service shall be deemed to have elected to be governed by the revised pay structure with effect from the 1st day of January, 2016-

(4) The option once exercised shall be final.

Note 1.— The members of service whose services were terminated on or after the 1st January, 2016 and who could not exercise the option within the prescribed time limit, on account of discharge on the expiry of the sanctioned posts, resignation, dismissal or discharge on disciplinary grounds, shall be entitled to exercise option under sub-rule (1).

Note 2.— The members of service who have died on or after the 1st day of January, 2016 and could not exercise the option within prescribed time limit are deemed to have opted for the revised pay structure on and from the 1st day of January, 2016 or such later date as is most beneficial to their dependents if the revised pay structure is more favorable and in such cases, necessary action for payment of arrears shall be taken by the Head of Office.

Note 3.— The member of service who were on earned leave or any other leave on the 1st day of January, 2016 which entitled them to leave salary shall be entitled to exercise option under sub-rule (1).

7. Pay protection to officers on Central deputation.—

If the pay of the officers posted on deputation to the Central Government under Central Staffing Scheme, after fixation of their pay in the revised pay structure, either under these rules or as per the instructions regulating such fixation of pay on the post to which they are appointed on deputation, happens to be lower than the pay they would have been entitled to, had they been in their parent cadre and would have drawn that pay but for the Central deputation, such difference in the pay shall be protected in the form of Personal Pay with effect from the date of notification of Government Resolution in this regard, i.e. 25th July, 2016.

Further, if the member of Service is promoted in the cadre while on central deputation under Central Staffing Scheme, the difference in the pay that the officer would have drawn had he been in the parent cadre and the amount of pay on his deputation to Centre shall be protected in the form of personal pay with effect from the date of issue of Government Resolution.

8. Regulation of increments. — (1) (a) The increment in Pay Matrix shall be as specified in the vertical Cells of applicable Level in the Pay Matrix.

(b) There shall be two dates for grant of increment namely, 1st January or 1st July of every year, instead of existing date of 1st July:

Provided that a member of Service shall be entitled to only one annual increment either on 1st January, 2016 or 1st July, 2016 depending on the date of his appointment, promotion or grant of financial upgradation.

Provided further that in case of members of Service who had been drawing maximum of the applicable Pay Band and Grade Pay or scale, as the case may be, for more than two years as on 01.01.2016, one increment in the applicable Level in the Pay Matrix shall be granted on 01.01.2016 for every two completed years of stagnation at the maximum of the said Pay Band and Grade Pay or scale. Grant of additional increment (s) shall be subject to condition that the pay arrived at after grant of such increment does not exceed the maximum of the applicable Level in the Pay Matrix. (Illustration before Schedule-I)

(c) The increment in respect of a member of Service appointed or promoted or granted financial upgradation during the period between the 2nd day of January and 1st day of July (both inclusive) shall be granted on 1st day of January and the increment in respect of an employee appointed or promoted or granted financial upgradation during the period between the 2nd day of July and 1st day of January (both inclusive) shall be granted on 1st day of July.

(2) All leave, except extraordinary leave taken otherwise than on medical certificate shall count for increment in the applicable level of pay matrix of a post held by member of Service at the time he proceeded on leave:

Provided that the State Government concerned is satisfied that the extraordinary leave was taken for any cause beyond the control of the member of the Service or for pursuing higher Scientific or Technical studies in public interest for which Study Leave under the All India Service (Study Leave) Regulations, 1960 is admissible, such extra-ordinary leave be counted for increment under this sub-rule.

(3) The period of deputation out of India shall also be so counted and the counting of those said period for increments shall be subject to the condition that the member of the Service would have continued to hold that post but for his proceeding on such leave or deputation out of India:

Provided that where the leave is not counted for increment under this rule, it shall have the effect of postponing the next increment to the extent of the period involved.

(4) The increments admissible to a member of the Service in a Level in the Pay Matrix as specified in sub-rule (1) of rule 3 shall be regulated with reference to the length of his service including broken period of service rendered in that Level in the previous service, if any, shall also count for increment, if it is -

(i) service in a cadre post; or

(ii) service in a permanent or temporary post (including a post in a body incorporated or not, which is wholly or substantially owned or controlled by the Government) in the said Level or in a higher Level;

Provided that the service in a post outside the cadre, including service in a post under the Central Government, shall count for increment on reversion to the cadre, subject to the following conditions, namely:-

(a) the member of the Service should have been approved by the Government of the State on the cadre of which he is borne, for appointment to posts in the said scale;

(b) all his seniors in the cadre, except those regarded as unfit for such appointment, were serving in posts carrying pay in the said Level in which the benefit is to be allowed or in higher posts, and at least one junior was holding a cadre post, or an ex-cadre post within the permissible State Deputation Reserve or the over-utilised State Deputation Reserve permitted by the Central Government, under the Government of the State on the cadre of which he is borne, carrying pay in the said Level; and

(c) the service shall count from the date on which his junior is so promoted and the benefit shall be limited to the period during which he would have held a post under the Government of the State on the cadre on which he is borne.

(5) A member of the Service, while holding post outside the cadre, including a post under the Central Government, may be granted proforma promotion to a post in the Level abovethe Level specified in rule 3 by the Government of the State on the cadre to which he is borne.

(6) In case of a member of the Service being cleared for proforma promotion in the Super Time Scale and the Above Super Time Scale, the period of service covered by the proforma promotion shall, on his subsequent reversion to the cadre and appointment to a post in the said Level, count towards the initial fixation of pay and increments subject to the following conditions, namely

(i) the member of the Service concerned should have been approved by the State Government for appointment to the said Level during the relevant period;

(ii) all his seniors (excluding those considered unfit) should have started drawing pay in that Level on or before the date from which the proforma promotion is granted to him;

(iii) the junior next below the officer (or, if that officer has been passed over for the reason of inefficiency or unsuitability or because he is on leave or serving outside the ordinary line or forgoes promotion on his own volition to that grade, the officer next junior to him not so passed over) should also have started drawing pay in that Level from that date and his appointment thereto not being fortuitous; and

(iv) the benefit should be allowed on 'one for one' basis.

(7) When a member of the Service holds an ex-cadre post in a time scale of pay identical with the time scale of pay of an ex-cadre post held by him on an earlier occasion, his initial pay in the latter ex-cadre post shall not be less than the pay which he drew on the previous occasion and he shall count the period during which he drew that pay on such last and on any previous occasion for increment in the stage of the scale equivalent to that pay and the service so rendered shall, on his reversion to the cadre, count towards initial fixation of pay to the extent and subject to the conditions stipulated in sub-rule (4).

(8) Where a member of the Service is on leave other than the study leave granted under the All India Service (Study Leave) Regulations, I960, on the date on which an increment becomes due, he shall get the benefit of the same, if otherwise admissible under the rules, from the date he resumes duty but it does not postpone his normal date of increment in future.

(9) A member of the service who has completed 28 years of service shall be eligible for drawing increment, with retrospective effect, after he has completed the Phase V of the mandatory Mid Career Training programme.

9. Withholding of increments.—The State Government may withhold, for such time as it may direct, an increment due to any direct recruit or to any non-State Civil Service officer appointed to the Indian Administrative Service, who fails to pass the departmental examination or examinations within such time as the State Government may by general or special order, prescribe, but the withholding of such increments shall have no cumulative effect.

10. Grant of advance Increments.—

Notwithstanding anything contained in rule 13 of the Indian Administrative Service (Probation) Rules, 1954, the State Government shall sanction the second and third increments due to a direct recruit with effect from the prescribed date of increment after he passes the prescribed departmental examination or examinations irrespective of the length of service, after which he shall be entitled to draw pay at the rate corresponding to his position in the Level in the Pay Matrix:

Provided that the third increment under this rule shall be granted retrospectively from the prescribed date of increment after passing the prescribed departmental examination, or the last of the prescribed departmental examinations, as the case may be, on the successful completion of the probation and confirmation:

Provided further that a direct recruit who has been exempted from appearing for the whole or any part of the departmental examination or examinations, as the case may be, for the reason that he had already passed such examination or examinations or part thereof before he became a member of the Service, shall, for the purpose of this rule, be deemed to have passed the departmental examination or examinations or part thereof, as the case may be, after the date of the earliest such examination or examinations or part thereof, in which he would have appeared, but for the exemption, after he became a member of the Service.

11. Pay of officers holding posts included in Schedule II —

Any member of the Service appointed to hold a post specified in Schedule II shall, for so long as he holds that post, be entitled to draw the pay indicated for that post in the said Schedule plus Special Allowance or Central (Deputation on Tenure) Allowance, wherever admissible:

Provided that such pay shall not at any time be less than the pay admissible under rules 5,8 of these rules.

12. Pay of members of the Service appointed to posts not included in Schedule II.

(1) No member of the Service shall be appointed to a post other than a post specified in Schedule II, unless the State Government concerned in respect of posts under its control, or the Central Government in respect of posts under its control, as the case may be, make a declaration that the said post is equivalent in status and responsibility to a post specified in the said Schedule II.

(2) The pay of a member of the Service on appointment to a post other than a post specified in Schedule II shall be the same as he would have been entitled to, had he been appointed to the post to which the said post is declared equivalent.

(3) For the purpose of this rule, post other than a post specified in Schedule II includes a post under a body (incorporated or not, which is wholly or substantially owned or controlled by the Government).

(4) Notwithstanding anything contained in this rule, the State Government concerned in respect of any posts under its control, or the Central Government in respect of any posts under its control, may, for sufficient reasons to be recorded in writing, where equation is not possible, appoint any member of the Service to any such post without making a declaration that the said post is equivalent in status and responsibility of a post specified in Schedule II.

(5) A member of the Service on appointment to a post referred to in sub-rule (4), in respect of which no pay or Level in the Pay Matrix has been prescribed, shall draw such rate of pay as the State Government, in consultation with the Central Government in the case of a post under the control of the State Government, or as the Central Government in the case of a post under the control of the Central Government may, after taking into account the nature of duties and responsibilities involved in the post, determine.

(6) A member of the Service on appointment to a post referred to in sub-rule (4), in respect of which any pay or Level in the Pay Matrix has been prescribed, shall draw where the pay has been prescribed, the prescribed pay and where Level of pay has been prescribed, such rate of pay not exceeding the maximum of the scale as may be fixed in this behalf by the State Government, or as the case may be, by the Central Government:

Provided that the pay allowed to an officer under this sub- rule and sub-rule (5) shall not at any time be less than what he would have drawn had he not been appointed to a post referred to in sub-rule (4).

(7) At no time the number of members of the Service appointed to hold posts, other than cadre posts referred to in sub-rule (1) and sub-rule (4), which carry pay of Rs.225000/- per mensem and which are reckoned against the State Deputation Reserve, shall except with the prior approval of the Central Government, exceed the number of cadre posts at that level of pay in a State cadre or, as the case may be, in a Joint cadre.

13. Pay of members of the Service appointed to hold more than one post. - The grant of additional pay to a member of the Service appointed to hold more than one post simultaneously shall be regulated,—

(a) in the case of a member of the Service serving in connection with the affairs of the Union, by the rules, regulations and orders applicable to officers of the Central Services, Group 'A'.;

(b) in the case of a member of the Service serving in connection with the affairs of a State, by the rules, regulations and orders applicable to officers of State Civil Services, Class I.

14. Authority to exercise powers under rules 9,10 and 12 in relation to a Joint Cadre.—(1) The powers under rules 9,10 in the case of a member of the Service borne on a Joint Cadre, shall be exercised by the Joint Cadre Authority.

(2) The powers under rule 12 in relation to the members of Service and in relation to posts, borne on a Joint Cadre shall be exercised by the Government of the Constituent State concerned.

ILLUSTRATIONS:

(1) **Bunching of stages in the revised pay structure:**

If two members of Service drawing pay of Rs. 53,000 and Rs. 54,590 in the GP 10000 are to be fitted in the new pay matrix, the member of Service drawing pay of Rs. 53,000 on multiplication by a factor of 2.57 will expect a pay corresponding to Rs. 1,36,210 and the member of Service drawing pay of Rs.54,590 on multiplication by a factor of 2.57 will expect a pay corresponding to Rs. 1,40,296. Revised pay of both should ideally be fixed in the first cell of level 14 in the pay of Rs. 1,44,200 but to avoid bunching the member of Services drawing pay of Rs. 54,590 will get fixed in second cell of level 14 in the pay of Rs. 1,48,500.[Proviso under Rule 4(A)(ii)]

(2). **Additional increment for stagnation at the maximum of the Pay Band and Grade Pay or Scale:**

Pay Band and Grade Pay or scale	**PB-4 (37400-67000), GP 10000**	**HAG (67000-79000)**
Maximum of the applicable Pay Band and Grade Pay or scale	77000	Rs. 79000
Date on which pay fixed at maximum of the applicable Pay Band and Grade Pay or scale	01.07.2014	01.07.2013
Revised Pay in the applicable Level in the new Pay Matrix	199600	205100
No. of years completed at maximum as on 01.01.2016	1 year and 6 months	2 years and 6 months
No. of Increment (s) to be granted on 01.01.2016	Nil	01
Revised Pay after grant of increment on 01.01.2016	199600	211300

After fixation of pay on 01.01.2016 as indicated above, the date of increment shall be regulated as per the provisions of Rule 8 of IAS(Pay) Rules, 2016. [Proviso under Rule 8(l)(b)]

SCHEDULE I

Principles of pay fixation in cases falling under sub-rules (3) and (4) of rule 5

In this Schedule, the term -

(i) "actual pay" means the pay to which a member of the State Civil Service/Non-State Civil Service, as the case may be, is entitled by virtue of his substantive position in the cadre of that Service or by virtue of his having continuously worked in a temporary or officiating capacity in a higher post for a period of three years or more after following the prescribed procedure, provided the State Government have not revised the scales of pay applicable to the State Civil Service or Non-State Civil Service, as the case may be, after the 1st day of January, 2016. If the pay scales have been revised subsequent to the 1st day of January, 2016, the dearness allowance, dearness pay, interim or additional relief sanctioned by the State Government after the 1st day of January, 2016 and merged in the revised pay scales, shall be excluded. Any existing relief allotted by the State Government shall be excluded for fixation of pay in Indian Administrative Service.

(ii) "assumed pay" means the pay which a member of the State Civil Service or Non-State Civil Service, as the case may be, would have drawn in a scale of his Service in which he was confirmed or in which had continuously worked in a temporary or officiating capacity for a period of three years or more after following the prescribed procedure, provided the State Government have not revised scales of pay applicable to the State Civil Service or Non-State Civil Service, as the case may be, after the first day of 1st January, 2016. If the pay scales have been revised subsequent to the 1st day of January, 2016, the dearness allowance, dearness pay, interim or additional relief sanctioned by the State Government after the 1st day of January, 2016 and merged in the revised pay scales, shall be excluded.

(1) Notwithstanding anything contained in the Note-I to sub-rule (1), of rule 3, , the initial pay of a promoted officer or an officer appointed by selection, as the case may be, shall be fixed at the stage of the senior scale next above his actual pay:

Provided that if such stage of pay happens to be common to different components of the Senior Scale, pay shall be fixed in the lower or the lowest component, as the case may be, of the Senior Scale.

(2) In the case of a promoted officer or an officer appointed by selection, as the case may be, appointed to the Indian Administrative Service on probation, on any enhancement of his actual pay or assumed pay either as a result of a pay revision or on becoming eligible for an increment or in the event of confirmation in the higher scale of the State Civil Service or the non-State Civil Service, as the case may be, during the period of probation, unless the probation is extended within the meaning of sub-rule (3) of rule 3 of the Indian Administrative Service (Probation) Rules, he shall be entitled to have his pay recalculated in accordance with the principles laid down in this Schedule on the basis of his enhanced pay in the State Civil Service or the non-State Civil Service, as the case may be, as if he was promoted to the Indian Administrative Service with effect from the date of such enhancement.

(3) If a promoted officer or an officer appointed by selection, as the case may be, appointed to the Indian Administrative Service on probation is confirmed with effect from a date prior to the date of his promotion to the Indian Administrative Service in the higher scale of the State Civil Service or the non-State Civil Service, as the case may be, during the period of probation, unless the probation is extended within the meaning of sub-rule (3) of rule 3 of the Indian Administrative Service (Probation) Rules, 1954 and there is, thus an enhancement of his actual pay or assumed pay, his pay shall be recalculated in accordance with the principles laid down in this Schedule on the basis of his enhanced pay in the Indian Administrative Service with effect from the date of such enhancement.

(4) Where a promoted officer or an officer appointed by selection, as the case may be, who on the date of his appointment to the Indian Administrative Service had held or is holding continuously a post other than a cadre post under the State Government or the Central Government or on foreign Service and the post is -

(a) in a time scale identical to the time scale of a cadre post; or

(b) equal in status and responsibilities to a cadre post, and the State Government concerned furnishes a certificate to the Central Government within three months of his appointment to a post other than a cadre post or within three months of the date on which the next junior Select List Officer is appointed to a cadre post, whichever is later, that he would have so officiated in a cadre post under rule 9 of the Indian Administrative Service (Cadre) Rules, 1954, but for his appointment to a post other than a cadre post as relating to a post under clause (a) for a period not exceeding one year and, with the approval of the Central Government, for a further period not exceeding two years; or as relating to a post in clause (b), for a period not exceeding three years, his initial pay in the Senior Time Scale fixed in accordance with clause (1) shall not be at a stage lower than the pay he drew or draws in the said non-cadre post:

Provided that the number of officers in respect of whom the certificate shall be current at one time shall not exceed one-half of the maximum size of the Select List permissible under sub-regulation (1) of regulation 5 of the Indian Administrative Service (Appointment by Promotion) Regulations, 1955 and follow the order in which the names of such officers appear in the Select List:

Provided further that such certificate shall be given only if, for every senior officer in the Select List appointed to a non-cadre post in respect of which the certificate is given, there is one junior Select List Officer officiating in a senior post under rule 9 of the Indian Administrative Service (Cadre) Rules, 1954:

Provided also that the number of officers in respect of whom the certificate is given, shall not exceed the number of posts by which the number of cadre officers holding non-cadre posts under the control of the State Government falls short of the deputation reserve sanctioned under the Schedule to the Indian Administrative Service (Fixation of Cadre Strength) Regulations, 1955,

(5) The pay of a promoted officer or an officer appointed by selection, as the case may be, shall not, in any case, be fixed below the minimum of the Senior Time Scale.

(6) If cadre officiation of a promoted officer or of an officer appointed by selection, as the case may be, is followed by appointment in the Service, pay fixed during his officiation shall be taken into account while fixing pay at the time of such appointment.

(7) Notwithstanding anything contained in these rules, the pay of a promoted officer or an officer appointed by selection, as the case may be, shall not at any time exceed the basic pay which he would have drawn as a direct- recruit on that date if he had been appointed to the Indian Administrative Service on the date on which he was appointed to the State Civil Service or in a Gazetted post in the non-State Civil Service, after attaining the age of twenty five years, as the case may be.

(8) The fixation, of pay of the State Civil Service officers and the non-State Civil Service officers on their appointment or appointed to officiate in cadre posts of the Indian Administrative Service shall be in Proforma A and B.

SCHEDULE II

(PART A)

Posts carrying pay above the Senior Scale in the Indian Administrative Service under State Governments (in existence as on 01.01.2016)

	ANDHRA PRADESH	
(1)	Chief Secretary	Level 17 of the Pay Matrix
(2)	Additional Chief Secretary	Level 17 of the Pay Matrix
(3)	Principal Secretary /Principal Secretary-cum- Commissioner	Level 15 of the Pay Matrix
(4)	Secretary to Government	Level 14 of the Pay Matrix
(5)	Secretary-cum-Commissioners	Level 14 of the Pay Matrix

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PART-B

Posts carrying pay in the Senior Scale of the Indian Administrative Service under the State Governments including posts carrying Special Allowance in addition to pay. [5](1) The number of posts in the Selection Grade in a State Cadre shall be as per the norms issued by the Central Government for fixation of cadre strength of IAS.

(2) The State Government concerned shall be competent to grant a special allowance for any of the posts specified in this part of the Schedule either individually or with reference to a group or class of such posts.

(3) The amount of any special allowance which may be sanctioned by the State Government under clause (2) shall be Rs.400 for posts in the Junior Time Scale, Rs.600/- for posts in the Time Scale, Rs.800/- for posts in the Junior Administrative Grade and Rs. 1000/- for posts in the Selection Grade.

(4) Post in the junior time scale of the Service have not been specified in the Schedule but it shall be within the competence of the State Governments concerned to sanction any special allowance to be attached to such posts.

S. No.	ANDHRA PRADESH
(1)	Secretary to CCLA
(2)	Collectors and District Magistrates
(3)	Joint Collectors
(4)	PO, ITDA/PD, DRDA/CEO, ZP
(5)	Joint Commissioner/ Deputy Commissioner-Commercial
(6)	Chief Rationing Officer
(7)	Directors
(8)	Additional/Joint/Deputy Secretaries to Government

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PART-C

Posts under the Central Government when held by member of the Service.

TABLE

Name of Post	Scale of Pay	Central (Deputation on Tenure) Allowance
(1)	(2)	(3)
Cabinet Secretary	Level 18 in the Pay Matrix	---
Secretary to the Government of India/Special Secretary to the Government of India	Level 17 in the Pay Matrix	---
Additional Secretary to the Government of India	Level 15 in the Pay Matrix	---
Joint Secretary to the Government of India	Level 14 in the Pay Matrix	---
Director to the Government of India	Level 13 in the Pay Matrix	Ten percent of the basic pay subject to the maximum of rupees four thousand per mensem.*
Deputy Secretary to the Government of India	Level 13 in the Pay Matrix Or Level 12 in the Pay Matrix	Ten percent of the basic pay subject to the maximum of rupees four thousand per mensem.*
Under Secretary to the Government of India	Level 12 in the Pay Matrix Or Level 11 in the Pay Matrix	Ten percent of the basic pay subject to the maximum of rupees four thousand per mensem.*

* Till a final decision on CDTA is taken by the Committee constituted for the said purpose, CDTA will continue to be paid at existing rates in existing pay structure, as if the pay had not been revised w.e.f 1st day of January, 2016.

SCHEDULE-III

Pay Matrix (w.e.f 01.01.2016)

Pay Band	15600-39100			37400-67000	37400-67000	67000-79000	80000	90000
Grade Pay	5400	6600 (STS)	7600 (JAG)	8700 (Selection Grade)	10000			
Level in Pay Matrix	10	11	12	13	14	15	17	18
1	56100	67700	78800	118500	144200	182200	225000	250000
2	57800	69700	81200	122100	148500	187700		
3	59500	71800	83600	125800	153000	193300		
4	61300	74000	86100	129600	157600	199100		
5	63100	76200	88700	133500	162300	205100		

Pay Band	15600-39100		37400-67000		37400-67000	67000-79000	80000	90000
Grade Pay	5400	6600 (STS)	7600 (JAG)	8700 (Selection Grade)	10000			
Level in Pay Matrix	10	11	12	13	14	15	17	18
6	65000	78500	91400	137500	167200	211300		
7	67000	80900	96900	141600	172200	217600		
8	69000	83300	99800	145800	177400	224100		
9	71100	85800	102800	150200	182700			
10	73200	88400	105900	154700	188200			
11	75400	91100	109100	159300	193800			
12	77700	93800	112400	164100	199600			
13	80000	96600	115800	169000	205600			
14	82400	99500	119300	174100	211800			
15	84900	102500	122900	179300	218200			
16	87400	105600	126600	184700				
17	90000	1108800	130400	190200				
18	92700	112100	134300	195900				
19	95500	115500	138300	201800				
20	98400	119000	142400	207900				
21	101400	122600	146700	214100				
22	104400	126300	151100					
23	107500	130100	155600					
24	110700	134000	160300					
25	114000	138000	165100					
26	117400	142100	170100					
27	120900	146400	175200					
28	124500	150800	180500					
29	128200	155300	185900					
30	132000	160000	191500					
31	136000	164800	203100					
32	140100	169700	209200					
33	144300	174800						
34	148600	180000						
35	153100	185400						
36	157700	191000						
37	162400	196700						
38	167300	202600						
39	172300	208700						
40	177500							

FORM OF OPTION

[See rule *6*]

*1. I, ________________________________ hereby elect the revised pay structure with effect from 1st January, 2016.

*2. I hereby elect to continue on Pay Band and Grade Pay on my substantive/officiating post mentioned below unit.

* the date of my next increment/the date of my subsequent increment raising my pay to promotion/upgradation to the post of ____________________

Existing Pay Band and Grade Pay ____________________

Signature______________

Name ______________

Designation ____________

Office in which employed ____________________

* To be scored out, if not applicable

UNDERTAKING

I hereby undertake that in the event of my pay having been fixed in a manner contrary to the provisions contained in these Rules, as detect subsequently, any excess payment so made shall be refund by me to the Government either by adjustment against future payments due to me or otherwise.

Signature______________

Name ______________

Designation ____________

Date:

Place:

Proforma - A

PROFORMA REGARDING FIXATION OF PAY OF STATE CIVIL SERVICE OFFICERS APPOINTED TO OFFICIATE IN INDIAN ADMINISTRATIVE SERVICE CADRE POSTS OR APPOINTED TO INDIAN ADMINISTRATIVE SERVICE

1. Name of the officer:
2. Date of appointment to Indian Administrative Service/appointment to officiate in a Cadre post:
3. Designation of the post held immediately prior to such appointment in Indian Administrative Service :
4. Pay scale and pay drawn in the State Civil Service on the date of appointment to Indian Administrative Service or to officiate in a cadre post.
5. Was the officer substantive or officiating in the post mentioned in serial number 3:
6. If officiating, for less than three years, what was the substantive post:
7. Pay and pay scale of the substantive post or of the post in which he was officiating for a period of three years or more, continuously and after following the prescribed procedure :
8. Details of all the posts held by the officer before his appointment in the Service, pay scales and pay drawn in these posts:
9. Were the pay scales referred to in serial number 4 and 7 in force from 1.1.2016 :
10. If so, what was the Dearness Allowance admissible with reference to
    (a) Substantive post:
    (b) Officiating post:
    (at the rate of Dearness Allowance in force on 1.1.2016 and not with reference to the Dearness Allowance rates in force on the date of appointment to Indian Administrative Service/appointment to officiate in Indian Administrative Service).
11. If the answer to serial number 9 is 'NO', when was the pay scale revised for the first time after 1.1.2016 and what were the pre-revised scale for the post referred to in serial number 7.
12. What was the quantum of Dearness Allowance/Dearness Pay/Interim relief sanctioned after 1.1.2016 and merged in the scale for the post referred to in serial number 7.
13. Number of completed years of service in Class! or Group 'A' of State Civil Service.
14. Proposal of the State Government for fixation of pay and basis thereof.

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Proforma B

PROFORMA FOR FIXATION OF PAY OF NON-STATE CIVIL SERVICE OFFICERS APPOINTED TO INDIAN ADMINISTRATIVE SERVICE.

1. Name of officer:
2. Date of appointment to the Service :
3. Designation of the post held immediately prior to appointment to Service :
4. Pay and pay scale of the post referred to in serial number 3 :
5. Whether the pay was substantive or officiating:
6. If officiating for less than 3 years, what was the substantive pay :
7. Designation and the pay scale of the post in which the officer was substantive :
8. Details of the all the posts held by the officer before his appointment in the Service, pay scale and pay drawn in these posts:
9. State whether the pay scales of the substantive post and the post in which the officer was officiating for three years or more were in force from 1.1.2016 :

10. If the answer to serial number 9 above is yes, what is the Dearness Allowance admissible to the officer at the rates in force on 1.1.2016 in his -

(a) Substantive post:

(b) Officiating post:

11. If the answer to serial number 9 is "no" what were the pre-revised pay scales of the posts in which the officer was -

(a) Substantive:

(b) Officiating:

12. What is the quantum of Dearness Allowance merged in the revised pay scales of

(a) Substantive post:

(b) Officiating post:

13. No. of completed years service in a gazetted post in the non-State Civil Service after attaining the age of twenty-five years:

14. Proposal of State Government for fixation of pay and basis therefor:

EXPLANATORY MEMORANDUM

The Central Government has decided to implement the recommendations made by the Sixth Central Pay Commission with the modification approved by the Seventh Central Pay Commission with modification approved by the Government as contained in Government of India Resolution No. 1-2/2016-IC dated the 25th July, 2016 relating to revision of pay scales in respect of the All India Services with effect from 1st January, 2016. With a view to implement those recommendations, the Indian Administrative Service (Pay) Rules, 2007 are being amended accordingly with effect from 1st January, 2016.

It is certified that no member of the Indian Administrative Service is likely to be adversely affected by giving retrospective effect to these rules.

[F.No. 14021/1/2016-AIS-II]

KAVITHA V. PADMANABHAN,
Deputy Secretary.

SATYA PRAKASH TUCKER,
Chief Secretary to Government.

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